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1971 SURVEY
OF
FIVE ROMAN CATHOLIC HOSPITALS
LOCATED IN
BALTIMORE CITY

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BALTIMORE COMMUNITY RELATIONS COMMISSION

210 NORTH CALVERT STREET

BALTIMORE, MARYLAND 21202

BACKGROUND

In 1965, the Community Relations Commission, in cooperation with the Baltimore Urban League, conducted a survey of hospitals in Baltimore City. The purpose of the survey was to determine the extent to which Baltimore hospitals were in compliance with the Baltimore City anti-discrimination statute, and to determine the degree of participation of the city's black population in the areas of patient services and professional and non-professional employment. There were 22 hospitals surveyed: Baltimore City Hospitals; Baltimore Eye, Ear, Nose and Throat; Bon Secours; Children's Hospital; Church Home; Franklin Square; Greater Baltimore Medical Center; James L. Kernan; The Johns Hopkins; Lutheran; Maryland General; Mercy; North Charles General; Provident; Saint Agnes; Saint Joseph; Seton; Sinai; South Baltimore General; Union Memorial; University and Veterans Administration.

The areas covered in the 1965 survey were: Hospital Boards, Medical Staffs, Nursing (Staffs), Patient Care (actually, Admissions, Room Assignments and Clinics), Employment, In-Service Training, Volunteer Programs and Human Relations Committees.

1970 CONCERN

In December of 1970, a group, representing the Black Clergy Caucus and the Black Catholic Lay Caucus of the Baltimore Roman Catholic Archdiocese, appeared before the Community Relations Commission at its regularly scheduled meeting. Their appearance was the result of their concern with alleged discriminatory practices within the Roman Catholic organizations of Baltimore, including Roman Catholic hospitals. It was stated that as a result of a great number of complaints, the Archdiocesan Urban Commission conducted a study of conditions in the Catholic Hospitals; and it was alleged that the Urban Commission had refused to make public the results of this survey. Moreover, the spokesman for the Black Catholic Lay Caucus,

a member of the Committee conducting the study, claimed that the study had not been released to Committee members.

As a result of this expressed concern, the Community Relations Commission undertook to conduct its own survey of the Roman Catholic hospitals in Baltimore City to update the 1965 data. Generally, the 1971 survey covered the same areas as did the 1965 study.

METHODOLOGY

For purposes of comparison, the information gathered in 1965 from the Roman Catholic hospitals was extracted from the total 1965 survey data. It must be noted, and stressed, that the five Catholic hospitals surveyed in 1971 were not exactly the same hospitals that had been surveyed in 1965. In 1965 the five hospitals were Bon Secours, Mercy, Saint Agnes, Saint Joseph, and Seton; in 1971 the hospitals were Bon Secours, Mercy, Saint Agnes, Seton and Good Samaritan. In the intervening period, Saint Joseph had moved to Baltimore County, and Good Samaritan had opened its doors.

In order to make the statistics on employment more workable, it was decided to reduce literally hundreds of jobs reported in 1965 and 1971 to eight broad employment categories. The categories used are those defined in the Equal Employment Opportunity Employer Information Report - 100 (EEO-1), a form filed annually by employers with the Federal Government giving information regarding job categories and the degrees of participation by minority groups and women:

Officials and Managers - Includes Officials, Executives, Department Managers, Superintendents, Purchasing Agents and kindred workers

Professional - Includes Accountants, Auditors, Dietitians, Librarians, Registered Nurses, Social Workers, Teachers and kindred workers

Technicians - Includes Computer Programmers, Licensed Practical Nurses, Technicians and kindred workers

Office and Clerical - Includes all clerical-type work regardless of level of difficulty

Skilled Craftsmen - Includes manual workers of relatively high skill level

Semi-Skilled Operatives - Includes Seamstresses and Laundry workers

Unskilled Laborers - Includes Gardeners and Groundskeepers

Service Workers - Includes Attendants, Nurses Aides, Orderlies, Cleaners, Cooks, Janitors, Porters and kindred workers

Generally, all assignments of jobs to categories of employment are according to EEO-1 definitions. If there were errors in judgement in assigning jobs to categories, the errors were consistent to all hospitals.

For the purpose of this survey, Registered Nurses whose job titles clearly indicated that their duties were primarily supervisory were classified as Officials and Managers.

The position of Nursing Assistant, which has universally replaced the position of Orderly, was placed in the Service classification.

On the other hand, the position of Nursing Technician, reported by two hospitals, was placed in the Technician category, although there is a strong possibility that the job duties of this position are more related to service than technical functions (Note: more than 92% of these jobs are filled by blacks).

However, if a department manager, ordinarily classified in the Officials and Managers category, had only one other person in his department, the department manager was classified in the category where his department was placed; e.g., if a Chief Laboratory Technician had only one other Technician in his department, it was considered that the Chief Technician's duties were more technical than supervisory, and that employee would have been placed in the Technician category.

All employees classified in the Skilled Craftsmen category were employed in Maintenance Departments as Engineers, Painters, Carpenters, Electricians, Plumbers and kindred workers.

1965 SURVEY DATA

HOSPITAL BOARDS - Only two of the five Catholic hospitals had responded to this question; there were no black members on either of these hospital Boards.

MEDICAL STAFFS - There were no black internes or residents at any of the five hospitals. Although there were ten black physicians reported as serving on either the active or courtesy staffs at four of the five hospitals, it cannot be determined from the information as it was submitted whether there were, in fact, ten different black physicians enjoying privileges at the four hospitals or whether, as is possible, there was a much smaller number whose privileges extended to the four hospitals.

NURSING STAFFS - There was a total of 7 black Registered Nurses employed at 3 of the 5 hospitals. There were no black Registered Nurses in supervisory (Officials and Managers) positions.

Four of the hospitals employed a total of 15 black Licensed Practical Nurses.

There were 4 black nursing students in training at 3 of the hospitals. It is not clear from the information as received whether these 3 hospitals actually had Nursing Schools; it is probable that one does not, but offers specialized training to students of other nursing schools. Only 2 black student nurses had been recruited (by a single hospital) between January, 1963, and the time of the 1965 survey.

PATIENT CARE

All of the hospitals but one (a specialized hospital) had black patients at the time of the 1965 survey. At three of these four hospitals, black patients were assigned to all patient areas (ward, private, semi-private). At the remaining hospital, all black patients were in ward facilities; it must be noted that at this hospital, unlike the other hospitals, most (69%) of the patients were in wards. Two of the five hospitals had no wards. It was reported by all five hospitals that black patients were not segregated in any way in any area of the hospitals. The five hospitals reported a great number of clinics, the number and type of service offered varying from hospital to hospital; it was reported that all patients are accepted on an equal basis in all clinics.

EMPLOYMENT

The following charts show employment breakdowns both by job and department classifications:

1965 HOSPITAL SURVEY

JOB CATEGORIES	ALL HOSPITALS - ALL DEPARTMENTS		
	WHITE	BLACK	TOTAL
Officials and Managers	156	7	163
Professionals	667	11	678
Technicians	197	66	263
Office and Clerical	256	11	267
Skilled Craftsmen	108	11	119
Semi-Skilled	28	73	101
Service workers	253	809	1062
Other classifications	94	65	159
TOTAL	1759	1053	2812

DEPARTMENTS	ALL HOSPITALS		
	WHITE	BLACK	TOTAL
Administration	17	0	17
Admitting Office	59	0	59
Business Office	111	0	111
Nursing	1016	509	1525
Dietary	93	200	293
Laboratory	116	24	140
Pharmacy	15	2	17
Radiology	60	20	80
Medical Records	58	4	62
Purchasing	20	3	23
Housekeeping	67	208	275
Laundry	17	72	89
Maintenance	110	11	121
TOTAL	1759	1053	2812

Of the total employment of 2812, 37% was black.

Although 72.5% (1276 of 1759) of white employees were in the Officials and Managers, Professionals, Technicians, and Office and Clerical categories, only 9% of black employees (95 of 1053) enjoyed such positions.

Conversely, 84% of black employees (882 of 1053) were in semi-skilled and service positions (Laundry Workers, Maids, Porters, Orderlies, Nurses Aides, etc.) while 16% of white employees (281 of 1759) held these positions.

Interestingly, all seven black persons who were listed as Officials and Managers held these positions in departments which are considered Service Departments (3 in Dietary, 3 in Housekeeping and 1 in Laundry).

Of the 11 black Professionals, 7 were Registered Nurses (1 of these was a Nurse Anaesthetist), two were Instructors, one was a Dietitian and one was a Pharmacist.

Of the 66 blacks in the Technician category, 15 were Licensed Practical Nurses, and 51 were Technicians (Laboratory, Operating room, EKG and X-ray.)

There was not one black person employed in either the Administration office, the Admitting office or the Business office of any of the hospitals.

Of the 200 black employees in the Dietary departments, 177 (88%) were in the Service or "other" classification.

Of the 509 black employees in the Nursing departments, 448 (88%) were in the Service classification.

IN-SERVICE TRAINING

Information requested in the survey related only to Technical Training Programs. Among the five hospitals, there were two training programs for Medical Technicians, with 16 participants in the programs; 3 of the 16 were black, and these 3 were in training at one hospital.

VOLUNTEER PROGRAMS

Two of the hospitals reported that blacks were included in their Volunteer Programs; however, in response to the specific question as to how many were included, the reply was zero. A third hospital did not respond to the question relating to black participation. The remaining 2 hospitals had no Volunteer Programs.

HUMAN RELATIONS COMMITTEES

All five hospitals reported that they had constituted Human Relations Committees. There was a total of 22 members on these committees; interestingly, only one was black. Only one of the hospitals scheduled meetings regularly, and this hospital had convened only one meeting.

1971 SURVEY DATAHOSPITAL BOARDS

In 1971, the Boards of the five Roman Catholic hospitals surveyed had a total membership of 66; of this number, five were black, two serving on the Board of one hospital and three serving on the Board of another. Of the three hospitals with no black representation on their Boards, one Board had a 100% religious constituency and another had a 50% religious constituency.

In response to the question relating to steps taken by Boards to assure the non-discriminatory delivery of patient care, three hospitals referred to statements of philosophy designed to guarantee provision of care to all, regardless of race, creed, color, or national

origin. One hospital mentioned an on-going "self-review of Federal Regulations." One hospital stated that its Board has "no authority" as to patient admissions, but that its "open door policy in the Emergency Room and Clinics prevents discrimination for these admissions." It is not known whether "these admissions" refers to all patient admissions or only those which flow from the Emergency Room and Clinics.

It appears from the responses of the hospitals that no real effort has been made to assure equal employment opportunity for physicians. One hospital accepts all applications "based on medical credentials only"; this hospital has no black internes or residents. One hospital relies on "the By-Laws of the Medical and Dental staff" which have established "educational and professional requisites... regardless of race, creed, or national origin"; this hospital has no internes or residents from the United States, all are of other national origins. One hospital states that all physicians are hired according to the "needs of the institution and according to the qualifications of the candidate regardless of race, color, or creed"; this hospital has no internes, but three of its seven residents are black. The full time staff of one of the hospitals is rotated from The Johns Hopkins Hospital. The remaining hospital states that it "does not recruit physicians"; this hospital has no black internes or residents, and 44 of the full time staff of 51 are of other national origins.

As to steps taken by the Boards to assure equal employment opportunity for other professional personnel, the aggregate response from the five hospitals indicates that they are equal opportunity employers and that persons are hired only on the basis of qualifications. Only one hospital describes any kind of affirmative action. Here, there is a Personnel Committee of the Board of Trustees which "approves all personnel policies to assure equal opportunity in hiring, promotion, training, and benefit application", which "periodically reviews practices and policies to insure equal opportunity." This

hospital has the highest percentage of minority employment of the 5 Catholic hospitals; furthermore, the minority components of the Officials and Managers, Professional, Technician, and Office and Clerical categories is well above the aggregate minority average in these categories of the four other hospitals, and in the Officials and Managers and Professional categories the black average is more than double the aggregate minority average of the four other hospitals.

MEDICAL STAFFS

According to 1971 statistics, there are 20 black physicians serving on the active and/or the associate staffs of four of the five hospitals; the remaining hospital has no black physicians at this level. It is also reported that there is a total of 842 white physicians enjoying active or associate staff privileges at the five hospitals. It must be pointed out, as was true of the 1965 data, that the above figures for both blacks and whites are probably not true total figures since it is likely that the same physicians enjoy privileges at more than one of the hospitals surveyed. There have been, since 1966, a total of 10 applications from black physicians for privileges at 2 of the five hospitals; 2 of the hospitals had received no applications from blacks; the remaining hospital maintained no records as to these applications.

There are 98 internes and residents on the staffs of the four hospitals which employ their own house staffs. Of the 98, 31 are white, three are black (residents at one of the hospitals) and 64 are of other national origins. One of the hospitals has had no application from either a white or black physician for an internship or residency position since 1966. At the two hospitals which received applications from black and white physicians, there was a total of 22 applications from black physicians out of a grand total of 780 applications. One of the hospitals states that "records are not retained."

NURSING SCHOOLS

Three of the five hospitals had no nursing schools. One of the hospitals phased out its nursing school as of the June 1971 graduating class. The remaining hospital, at the time of the 1971 survey, had 86 students, of whom two were black. This hospital described positive efforts aimed at recruiting student nurses; these efforts included programs for visiting students, participation in high school career programs, and aggressive recruitment at "all city schools, public and private, in Baltimore and Washington in order to promote interest among black students..."

PATIENT CARE

Generally, it appears from the responses received that there is no policy of discrimination in room assignments. It is stated that rooms are assigned on the basis of availability and/or sex, and/or the condition of the patient. None of the hospitals maintain wards; all patients are assigned to private or semi-private rooms. The 1971 statistics on patient care are fragmentary. One hospital maintained no records as to the race of patients. One hospital did not maintain records as to the race of service patients. One of the hospitals is a highly specialized one, and has a minimal number of black patients.

During the calendar year 1970, among the three hospitals which had significant numbers of black patients and submitted racial breakdowns for private patients, there was a total of 15,842 admissions. One hospital had 12.5% black admissions, one had 30% black admissions and one had 34.7% black admissions. At the time of the survey, these same three hospitals had 14.5% black patients, 34% black patients and 24% black patients respectively.

At the time of the survey, two of the hospitals had black and white patients assigned to the same rooms. Roughly, half of the black semi-private patients in these 2 hospitals shared rooms with whites.

One of the hospitals did not tabulate information as to the race of patients. Another, while maintaining such records, did not respond to the question. The fifth hospital, where rooms are assigned only on the basis of patients' conditions, had a minimal number of black patients, all of whom were assigned to private rooms.

At the two hospitals which kept statistics by race for clinic patients, one reported that during 1970, 54% of the newly registered patients seen in its clinics were black; the other hospital reported that approximately 75% of all patients seen in its clinics were black.

EMPLOYMENT

By Job Categories

The following chart shows the 1971 employment statistics of the 5 Catholic hospitals surveyed, according to job categories. For this reporting, information was requested for other minority persons as well as for blacks; however, it must be noted that the number of minority persons other than blacks is not statistically significant.

Although the 5 hospitals surveyed in 1971 are different from those surveyed in 1965, it is felt that it is valid to compare the 1965 and 1971 employment data since the total employment of the Good Samaritan Hospital in 1971 is almost exactly the same as was the Saint Joseph total employment figure in 1965.

1971 HOSPITAL SURVEY

<u>JOB CATEGORIES</u>	<u>ALL HOSPITALS - ALL DEPARTMENTS</u>		
	<u>WHITE</u>	<u>MINORITY</u>	<u>TOTAL</u>
Officials and Managers	210	27	237
Professionals	810	20	830
Technicians	397	208	605
Office and Clerical	597	56	653
Skilled Craftsmen	103	10	113
Semi-Skilled	57	62	119
Unskilled	11	4	15
Service Workers	411	776	1187
Other Classifications	2	0	2
TOTAL	2598	1163	3761

Of the total employment of 3761, 31% is minority employment, a decrease from the 37% figure reported in 1965. Undoubtedly this percentage drop is at least partially attributable to the fact that 3 of the hospitals reporting in 1971 have eliminated either their Housekeeping or Laundry departments, departments which have had large concentrations of black or other minority group employees.

According to the 1971 reporting, 26% (311 of 1163) of minority persons employed are in the Officials and Managers, Professional, Technician and Office and Clerical categories. This is a substantial increase from the 9% reported in 1965. Of the 27 minority persons reported in the Officials and Managers category, six are in Housekeeping departments, 17 are in Dietary departments, 3 are in Nursing departments, and 1 is in Radiology; this in contrast to 1965 when all 7 black Officials and Managers were in Dietary, Housekeeping or Laundry departments. In the Technician category, of the 208 minority persons reported, 76 are Licensed Practical Nurses and the remainder hold other technical positions. Although some service departments have been eliminated, approximately 67% (776 of 1163) of minority employees are still to be found in service positions throughout the hospitals, as compared to roughly 77% (809 of 1053) in 1965.

Among white employees, on the other hand, 77.5% (2014 of 2598) are employed in the Officials and Managers, Professional, Technician and Office and Clerical categories, while 15% (411 of 2598) are in the Service classification.

by Departments

The following chart shows employment statistics according to Department classifications:

1971 HOSPITAL SURVEY

DEPARTMENTS	ALL HOSPITALS		
	WHITE	MINORITY	TOTAL
Administration	57	2	59
Admitting Office	99	2	101
Business Office	199	11	210
Nursing	1339	661	2000
Dietary	198	217	415
Laboratory	186	35	221
Pharmacy	43	5	48
Radiology	146	26	172
Medical Records	66	7	73
Purchasing	36	8	44
Housekeeping	35	105	140
Laundry	22	54	76
Maintenance	152	23	175
Medical Department	20	7	27
TOTALS	2598	1163	3761

The picture that emerges in the above chart reflects to a great extent the employment situation shown in the chart on job categories.

Minority persons are concentrated in the Nursing, Dietary, Housekeeping and Laundry departments, departments where there are large components of semi-skilled or service workers.

Of the 661 minority employees within the Nursing departments, approximately 70% (463) are in the Service classification. (See chart on Nursing Departments, p. 16).

In the Dietary departments, the picture is about the same. Minority persons constitute about 52% of the employees (217 of 415) but only about 10% of these minority persons (23 of the 217) hold positions at the Officials and Managers or Professional level. Eighty-nine

percent of the minority employees in the Dietary departments are in Service positions (193 of 217).

In the Housekeeping departments 75% of the work force is minority; 94% of minority workers in the Housekeeping departments are in the Service category. In Laundry departments, 71% of the work force is minority; all minority laundry workers are in the Semi-skilled category.

Although the total departmental figures show minority persons employed in all departments, there are still, 6 years after the date of the initial survey, individual hospital departments where there are no minority employees. Generally, these departments are white collar departments such as Administration, Admitting Offices, Business Offices, Medical Records and Purchasing. Every hospital had at least 2 departments where there were no minority employees, one hospital had 6 such departments.

Social Service

Statistics on Social Service positions were also requested in the 1971 survey. Since 3 of the 5 hospitals did not incorporate these positions into departmental statistics, it may be important to list this category separately. There is a total of 22 Social Service positions reported by the 5 hospitals; 18 of these positions are held by whites and 4 are held by blacks (at 2 of the hospitals).

Nursing Departments

Since 53% of all hospital employees are concentrated in Nursing departments, it is significant to assess the types of jobs which employees hold in these departments.

1971 HOSPITAL SURVEY

NURSING DEPARTMENTS	ALL HOSPITALS		
	WHITE	MINORITY	TOTAL
Officials & Managers	85	3	88
Professionals (total)	763	13	776
Registered Nurses	(699)	(11)	(710)
Technicians (total)	156	165	321
Licensed Practical Nurses	(145)	(76)	(221)
Service	200	461	661
Office and Clerical	133	19	152
Other Classifications	2	0	2
TOTALS	1339	661	2000

In the above chart, Registered Nurses are included in the total Professional figures, and Licensed Practical Nurses are included in the Technician figures.

The general concentration of minority employees in Service positions is very apparent in the Nursing Department data. While approximately 70% (461 of 661) of minority employees are in the Service classification, only 15% (200 of 1339) of white employees are in this category of employment.

Only 16 of the 661 minority employees hold positions at the Officials and Managers or Professional level (2.4%). This figure is in striking contrast to the number of white employees at these two levels of employment, 848 of 1339, or 63%.

Of the 152 Office and Clerical positions within the Nursing departments, only 19 are held by minority persons.

There has been a marked increase in the number of minority Licensed Practical Nurses; there were 15 black LPN's reported in 1965, in

1971 there were 76 minority LPN's. The number of Registered Nurses, other than white, has remained almost static since 1965 when there were 7 black Registered Nurses employed by the 5 Catholic hospitals (actually at 3 of the hospitals) surveyed at the time. At present, there are 11 minority Registered Nurses, of whom 9 are black; these 11 are employed at 3 of the hospitals.

PROMOTIONS

Information was requested in the 1971 survey which would aid in determining whether promotions in non-professional job categories are being made on a non-discriminatory basis. Among the 5 hospitals there were 135 non-professional promotions during 1970; these promotions seemed to indicate title and salary advancements. Forty-two of these promotions went to white employees while 93 went to black employees. Eighty-six of these promotions were within the Service classification; of these 86 promotions, 73 went to blacks. In the 4 prestige categories (Officials and Managers, Professional, Technician, Office and Clerical), however, where there were 47 promotions, 27 went to whites while only 20 went to blacks. Putting it another way, 64% of the white persons promoted were promoted in the prestige categories, while only 21% of the blacks promoted were promoted in these categories.

1970 NON-PROFESSIONAL PROMOTIONS

JOB CATEGORIES	ALL HOSPITALS		
	WHITE	BLACK	TOTAL
Officials & Managers	2	5	7
Professionals	1	0	1
Technicians	14	11	25
Office & Clerical	10	4	14
Skilled & Unskilled Workers	2	0	2
Service Workers	13	73	86
TOTALS	42	93	135

IN-SERVICE TRAINING

Potentially, in-service training can be a valuable tool in providing promotional opportunities for present employees.

The In-Service Training Programs offered at the hospitals vary greatly. One hospital describes a program that is more a series of lectures, seminars, and films than training.

Among the four remaining hospitals, programs run the range from Nursing Assistant programs, Supervisory Development, Coronary Care, and Inter-Personal Relations, among others.

Only one hospital included Inter-Personal Relations in its training programs; interestingly all of the participants in this program were white. The program is not otherwise described, nor is it known to what levels of employees this program was geared.

Three of the hospitals had Nursing Assistant programs. This classification of employees has been heretofore described as Service. A great majority of the participants in these Nursing Assistant programs are black.

As a logical and foreseeable consequence of the dearth of blacks at Official and Managerial and Professional levels, those programs which are geared to these classes of employees have overwhelmingly white participation.

Only one hospital mentioned a tuition - refund educational assistance program. More than 90% of those employees taking advantage of this assistance are white. It is not known for what kinds of training programs this assistance is offered, nor is it known how and whether all employees are advised of the availability of this assistance.

One hospital, in addition to its In-Service program, described a broad range of programs conducted in affiliation with many local

universities and professional schools. These programs were geared toward undergraduate Social Work students, Pharmacy students Physical Therapy students, Occupational Therapy students, and Medical students, among others.

VOLUNTEER PROGRAMS

Of the five hospitals, two had just instituted volunteer programs, and did not submit statistics as to participation of blacks and whites. One hospital's response was simply that its volunteer program was "administered through the auxiliary." At the two remaining hospitals from which statistics were received, there is a total of 563 volunteers; only 11 are black. It appears on the aggregate that recruitment methods for the existing programs may serve to perpetuate this pattern. There seems to be heavy reliance on church groups and newsletters, neighborhood improvement groups, schools, and present volunteers.

HUMAN RELATIONS COMMITTEES

Despite the fact that a strong recommendation was made, following the 1965 survey, that hospitals establish bi-racial Human Relations Committees, 2 of the hospitals surveyed in 1971 do not have such committees. Interestingly, one of these two had reported having a Human Relations Committee in 1965 (as did all the Catholic hospitals at that time), and was the only hospital reporting a black member on its Committee. One hospital, although reporting a Human Relations Committee, states that this Committee is inactive and does not indicate whether it is, in fact, bi-racial.

One of the hospitals reporting bi-racial Human Relations Committees states that although they had had 3 meetings during 1970, no problems had been brought to the attention of the Committee during that period. This Committee has no formal program, but is in the process of making

personal contacts throughout the hospital to determine whether any problems exist that have not been brought to the attention of the Committee.

At the other hospital reporting a bi-racial Human Relations Committee, only one meeting was held during 1970. This Committee has instituted an annual meeting with all employees conducted by the Director of the Personnel Department to discuss any topic. One concrete step taken by this Committee has been "standardizing admission requirements of School of Radiology".

During 1970 only one issue had been raised by employees and/or staff who were not members of the Committees at the above 2 hospitals.

CONCLUSION

It must be concluded, after examination of the 1971 information, that the degree and the level of minority involvement, particularly of blacks, in the Roman Catholic hospitals is almost exactly what it was in 1965; moderate as to degree, and almost non-existent as to meaningful level.

Although the religious constituency of two of the hospital Boards may be an extenuating circumstance, the fact remains that three of the five hospital Boards had no black members.

At the most, there are 20 black physicians enjoying privileges at the active or associate staff level. Although there are three black residents at one of the hospitals, there still is not one black interne at any of the Catholic hospitals.

There are only 27 minority persons employed at the Officials and Managers level. There are only 20 minority Professionals; there are only 9 black Registered Nurses.

During the period between 1965 and 1971, when white employment increased by 47.7% (from 1759 to 2598) minority employment increased by only 10.4% (from 1053 to 1163).

Whites hold over 88% of Officials and Managers positions, over 97% of Professional positions, over 65% of the Technician positions, over 91% of Office and Clerical positions and over 91% of Skilled Craftsmen positions. The Technician category is the only one which even begins to reflect a percentage of minority employment (34.4%) that is close to the minority percentage of total employment (approximately 31%).

Minority persons hold 52% of the jobs in the Semi-Skilled classification, and 65% of the jobs in the Service classification, while whites hold about 48% of the Semi-Skilled jobs and about 35% of the Service jobs. Putting it another way 66.7% of minority employees are in the Service classification, while only 15.8% of white employees are in the Service classification.

This is not to say that there has been no progress. The following chart shows comparisons between 1965 and 1971 employment data.

ALL HOSPITALS - ALL DEPARTMENTS

Job Categories	<u>1965</u>				<u>1971</u>			
	White	% White	Black	% Black	White	% White	Min.	% Min.
Officials & Managers	156	95.7	7	4.3	210	88.6	27	11.4
Professionals	667	98.4	11	1.6	810	97.6	20	2.4
Technicians	197	74.9	66	25.1	397	65.6	208	34.4
Office and Clerical	256	95.9	11	4.1	597	91.4	56	8.6
Skilled Craftsmen	108	90.7	11	9.2	103	91.1	10	8.8
Semi-Skilled	28	27.7	73	72.3	57	47.9	62	52.1
Unskilled					11	73.3	4	26.7
Service Workers	253	23.9	809	76.2	411	34.6	776	65.4
Other Classifications	94		65		2		0	
TOTAL	1759	62.5	1053	37.4	2598	69.1	1163	30.9

There are increasing numbers of blacks in the Officials and Managers, Professional, Technician and Office and Clerical categories; additionally, minority persons are now enjoying Officials and Managers status in other than Service Departments. But the fact remains that a great majority of minority persons still find themselves in the Service and Semi-Skilled categories of employment.

The pattern in promotions reflects the general employment statistics. Although facially it might appear that blacks are getting more than their fair share of promotions (93 of 135 during 1970), a closer look reveals that approximately 79% of the blacks promoted were promoted within the Service category.

Although the hospitals report many In-Service training programs, these programs can roughly be divided into two sets, one for Professional employees and one for Service employees. Obviously the programs geared to Professional employees attract few, if any, minority persons, simply because there are virtually no minority persons in these positions. On the other hand, those training programs geared to Service employees attract many blacks, but it appeared that these training programs limit promotions to within the Service category.

The fact that, in 1971 only 3 of the hospitals reported having Human Relations Committees, and of these three one is inactive, one held three meetings during 1970 and one had held only one meeting during 1970, may be, in fact, the core of the problem, and may reflect the level of concern which the Roman Catholic hospitals attach to human relations problems. Certainly, it appears that regularly functioning, effective, bi-racial Human Relations Committees, with members drawn from all levels of hospital employment, could address themselves to most of the problems mentioned above, and could have an impact on the solutions of these problems.